

**Department of Personnel Administration  
Memorandum**

**TO: Personnel Management Liaisons (PML)**

<b>SUBJECT:</b> Severance Notice	<b>REFERENCE NUMBER:</b> 2007-043
<b>DATE ISSUED:</b> 12/20/07	<b>SUPERSEDES:</b>

This memorandum should be forwarded to:

**Labor Relations Officers  
Personnel Officers  
Human Resource Managers  
State Office / Facility Managers**

**FROM:** Department of Personnel Administration  
Labor Relations

**CONTACT:** Kristine Rodrigues, Labor Relations Officer  
(916) 323-7998  
Fax: (916) 322-0765  
Email: KristineRodrigues@dpa.ca.gov

On November 30, 2007, the Peace Officers of California ("POC") filed a severance petition with the Public Employment Relations Board (PERB) requesting to remove the peace officers from the California Statewide Law Enforcement Association (CSLEA) Bargaining Unit 7 (Protective Services and Public Safety). The severance petition is for those peace officers as "within the meaning of California Penal Code, Part 2, Title 3, Chapter 4.5 commencing with Section 830".

You are required to follow certain procedures as part of this severance process, including posting the two documents described below in any worksite employing Unit 7 employees. **Please follow these instructions carefully.** Be sure to also remind your excluded employees about the strict neutrality requirements described on page 2.

**What You Must Do:** You must print the following documents and post them immediately. To access the documents on DPA's Web site, click on the title below:

[Notice of Dills Severance Petition](#)  
[Dills Severance Petition](#)

**When to post:** Immediately. Each document must remain posted for at least **20 calendar days**. When you post the Notice of Dills Severance Petition, you must fill in the date fields for "Date notice was posted" and "This notice must remain posted until." (For example, if the notice is posted December 20, it must remain posted until January 10.)

**Where to post:** The documents must be posted conspicuously on all employee bulletin boards in each facility where Bargaining Unit 7 peace officer employees work.

PML 2007-043

12/20/07

Page 2

**Strict Neutrality Required:** The law requires that the Unit 7 severance process be conducted fairly, efficiently, and in full compliance with Public Employment Relations Board (PERB) instructions. All managers, supervisors, and other excluded employees are reminded not to make any statements or otherwise express favoritism or bias toward one organization or another involved in this severance action.

All managers, supervisors, and other excluded employees includes employees who are serving in out-of-class assignments, training, and development assignments or otherwise serving in an "acting" capacity as a manager, supervisor or excluded employee. This includes any employee holding any type of appointment (i.e., permanent, limited term, temporary, probationary, etc.) to a managerial, supervisory or other excluded classification.

/s/Julie Chapman  
Deputy Director of Labor Relations

Attachment

**NOTICE OF DILLS SEVERANCE PETITION**

UNIT: 7 - CSLEA

PERB CASE NUMBER: SA-SV-167-S

DATE NOTICE WAS POSTED: \_\_\_\_\_

ON \_\_\_\_\_, A SEVERANCE PETITION WAS FILED WITH THE  
(DATE)

PUBLIC EMPLOYMENT RELATIONS BOARD BY THE PETITIONER SHOWN ON THE  
REVERSE OF THIS NOTICE.

THE PETITION IS BASED ON THE CLAIM THAT A MAJORITY OF THE EMPLOYEES IN  
THE PROPOSED UNIT WISH TO BE REPRESENTED BY THE PETITIONING EMPLOYEE  
ORGANIZATION.

SEE THE REVERSE OF THIS NOTICE FOR THE NAMES, ADDRESSES AND TELEPHONE  
NUMBERS OF THE EMPLOYER, THE INCUMBENT REPRESENTATIVE, AND THE  
PETITIONER.

THIS NOTICE MUST REMAIN POSTED UNTIL: \_\_\_\_\_

BY: Kristine Rodriguez  
(SIGNATURE OF EMPLOYER'S AUTHORIZED AGENT)

PERB Regulation 40210 requires that this Notice be conspicuously posted on all employee bulletin boards in each facility of the employer in which members of the proposed unit are employed. The Notice should be posted as soon as possible but in no event later than 15 days following service of the petition on the employer. The Notice must remain posted for a minimum of 20 days.



# DILLS SEVERANCE PETITION

PUBLIC EMPLOYMENT  
RELATIONS BOARD  
HEADQUARTERS OFFICE

DO NOT WRITE IN THIS SPACE: Case No.: SA-SV-167-S

Date Filed: 2007 NOV 30 PM 4:44

INSTRUCTIONS: A Dills severance petition must be filed with the PERB Sacramento regional office (address below), and must be accompanied by proof of support of a majority of the employees in the unit claimed to be appropriate. Proper filing includes concurrent service and proof of service of the petition as required by PERB Regulation 40200(c). Attach additional sheets if more space is required.

**1. EMPLOYER**

State of California  
Department of Personnel Administration  
1515 S Street, North Building, Suite 400  
Sacramento, CA 95814-7243  
(916) 324-0455

Employer's agent to be contacted: David Gilb, Director

Title: Director of Labor Relations

Address and telephone, if different:

( 916 ) 324-0455 Ext. \_\_\_\_\_

**2. EXCLUSIVE REPRESENTATIVE OF ESTABLISHED UNIT**  
(Name, address and telephone number)

California Statewide Law Enforcement Association (CSLEA)  
  
2029 H Street  
Sacramento, CA 95811

( 916 ) 447-5262 Ext. \_\_\_\_\_

Agent to be contacted: Alan Wayne Barcelona

Title: President

Address and telephone, if different:

( 916 ) 447-5262 Ext. \_\_\_\_\_

**3. DESCRIPTION OF PROPOSED UNIT**

Shall include: (List each job classification, including the schematic code and class code)

All job classifications within Bargaining Unit 07, which are declared by law to be peace officers within the meaning of Calif. Penal Code, Part 2, Title 3, Chapter 4.5, commencing with Section 830. For a list of specific job classifications, schematic code, and class code, which are believed to be peace officers and represent an appropriate community of interest, please see Attachment '3' to this petition.

Shall Exclude:

Excluded are all job classifications within Bargaining Unit 07 which are NOT declared by law to be peace officers within the meaning of Calif. Penal Code, Part 2, Title 4, Chapter 4.5.

**4. TITLE AND NUMBER OF ESTABLISHED UNIT:**

Bargaining Unit 7, Protective Services and Public Safety

**5. IF A CURRENT MEMORANDUM OF UNDERSTANDING EXISTS COVERING THE ESTABLISHED UNIT, INDICATE:**

MOU EFFECTIVE DATE: 07/01/2005

MOU EXPIRATION DATE: 06/30/2008

NO MOU IS IN EFFECT

**6. APPROXIMATE NUMBER OF EMPLOYEES IN THE PROPOSED UNIT:**

2,200

**7. PETITIONER (Name, address and telephone number of employee organization)**

Peace Officers of California ("POC")

P.O. Box 631

Sacramento, CA 95812

( ) Ext. \_\_\_\_\_

Petitioner's agent to be contacted: Joseph W. Rose

Title: Attorney

Address and telephone, if different:

Rose Law Firm, P.C.  
2240 East Bidwell Street, Folsom, CA 95630

( 916 ) 983-7840 Ext. \_\_\_\_\_

### DECLARATION

I declare that the statements herein are true to the best of my knowledge and belief, and that this severance petition is accompanied by proof of support of a majority of the employees in the proposed unit.

PETITIONER'S AUTHORIZED REPRESENTATIVE: \_\_\_\_\_

(Signature)

Title: AGENT

Date: November 30, 2007

Sacramento Regional Office, 1931 18<sup>th</sup> Street, Suite 102, Sacramento, California 95814-4174